Case: 3:19-mc-00004-JJH Doc #: 1-3 Filed: 01/15/19 1 of 2. PageID #: 13

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

 DO NOT WRITE IN THIS SPACE

 Case
 Date Filed

 08-CA-204544
 8/17/2017

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| 1. | . EMPLOYER AGAINST WHOM CHARGE IS BRUL | | | |
|--|--|---|--|--|
| a. Name of Employer | | b. Tel. No. | | |
| an extension of multiplies | | 419-698-8171 | | |
| Midwest Terminals of Toledo International, Inc. | | c. Cell No. | | |
| | | 419-697-2715 | | |
| d. Address (street, city, state ZIP code) | e. Employer Representative | f. Fax No. | | |
| 4614 A 1 . F | Of the District Property | 419-697-2744 g. e-Maii | | |
| 3518 Saint Lawrence Dr. | Christopher Blakely, Human | chris.blakely@mwtti.com | | |
| Toledo, OH 43605-1079 | Resource Manager | h. Dispute Location (City and State) | | |
| | | TOLEDO, OH | | |
| I. Type of Establishment (factory, nursing home, | J. Principal Product or Service | k. Number of workers at dispute location | | |
| hotel) Dock Warehouse | Stevedore | About 30 | | |
| 1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) (and list subsections) and (6). of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set fortin a clear and concise statement of the facts constituting the alteged unfair labor practices) Since on or February 18,2017 the above-named Employer has interfered with, restrained and coerced employees in the free exercise of rights guaranteed by Section 7 of the Act. Since on or about February 18, 2017, the Employer, through Terry Leach, and other Manager (Brad Hendrickd) threatened employees with Layoffs,no-hireing at shape-ups, and even termination in order to discourage employees from supporting the Union. Since on or about February 18, 2017, the Employer bypassed the Union employees and hired directly, non-bargaining unit employees, at reduced wages and Fringe Benefits, and discouraged their union membership and/or benefits. Since February 18, 2017, Terry Leach, Brad Hendricks, and other MWTTI managers and non-bargaining unit employees have unilaterally performed bargaining unit work without notifying the Union and/or without bargaining with the Union. | | | | |
| bargaining unit employees, at reduce and/or benefits. Since February 18, 2017, Terry Lead unit employees have unitaterally per without bargaining with the Union. 3. Full name of party filing charge (If labor organized) | ed wages and Fringe Benefits, and disc ch, Brad Hendricks, and other MWTTI formed bargaining unit work without a setton, give full name, including local name and number | couraged their union membership managers and non-bargaining notifying the Union and/or | | |
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Case: 3:19-mc-00004-JJH Doc #: 1-3 Filed: 01/15/19 2 of 2. PageID #: 14

FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD FIRST AMENDED CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|------------|--|
| Case | Date Filed | |
| 08-CA-204544 | 10 20 17 | |

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in which the alleg | ed unfair labor practice occurred or is oc | curring. | | |
|--|--|---------------------------------------|--|--|
| | WHOM CHARGE IS BROUG | H I b. Tel. No. | | |
| a. Name of Employer Midwoost Torminals of Talada International Inc. | 419-698-8171 | | | |
| Midwest Terminals of Toledo International, Inc. | | | | |
| | | c. Cell No. 419-697-2715 | | |
| d. Address (street, city, state, ZIP code) | e. Employer Representative | f. Fax No. 419-697-2744 | | |
| 3518 Saint Lawrence Drive | Christopher Blakely, | g, e-Mail • | | |
| Toledo, Ohio 43605-1079 | Human Resources | chris.blakely@mwtti.com | | |
| | Manager | h. Number of workers employed | | |
| | | About 30 | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) | j. Identify principal product or service | e | | |
| Dock Warehouse | Stevedore | | | |
| k. The above-named employer has engaged in and is engaging in unf subsections)(5)of the National Labor Relations Act, and the of the Act, or these unfair labor practices are unfair practices affecting | se unfair labor practices are practices | affecting commerce within the meaning | | |
| 2. Basis of the Charge (set forth a clear and concise statement of the fa | ncis constituting the elleged unfair labo | r practices) | | |
| Since on or about February 18, 2017, the Employer unit | | | | |
| the 2017 Order of Call and hiring new employees directly | without consulting with the U | Inion. | | |
| | | | | |
| Since on or about February 18, 2017, the Employer has d | | | | |
| reduced wages and fringe benefits, and by doing so, unit | | ages and benefits. Further, the | | |
| Employer bypassed bargaining unit employees eligible to | perform this work. | | | |
| | | | | |
| 3. Full name of party filing charge (if labor organization, give full name, | | | | |
| International Longshoremen Association, Local 1982 | <u></u> | | | |
| 4a. Address (street end number, city, state, and ZIP code) | 5 6 7 8 9 20 | 4b. Tel No. | | |
| | \(\frac{1}{2}\) | 40. 10110. | | |
| 2300 Ashland Avenue Suite 225 | RECEIVED P | 4c, Cell No. | | |
| Toledo, Ohio 43620-1280 | RECEIVED A | 216-210-2798 | | |
| | OCT 2 0 2017 | 4d. Fax No. 989-423-0036 | | |
| | NI NE REGION A | 989-423-0036 | | |
| | | | | |
| 5. Full name of national or international labor organization of which it is affiliate or constituent unit (to be filled in when charge is filed by a labor organization) | | | | |
| International Longshoremen Association | 0 11 3 | | | |
| | | | | |
| 6. DECLARATION | | Tel. No. | | |
| I declare that I have read the above charge and that the statements are true to the | Office, if any Cell No. | | | |
| 11/14/1/20 | Same as above | | | |
| | n Yockey, ILA Vice President | Fax No. | | |
| (signature of representative or person making theree) (Print | Atype name and title or office, if any) | · | | |
| | . \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ | e-Mail | | |
| Address same as above | 10/19/17 | acdvp@weyockey.com | | |
| The same of the sa | / (daty) | | | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigations. The routine uses for the information are fully set forth in the Federal Register, 71 Fed.Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, bowever, foilure to supply the information will cause the NLRB to decline to invoke its processes.